

# Community of Practice: Culturally Responsive Practices in Schools

Spotlight on Equity Program Development

Mary's Center Partnership  
Hearts & Minds (Tubman ES)

December 9, 2021



# Agenda

- **1-1:25** Intro to Partnership Hearts & Minds  
*Grant Manager, Marybeth Mangas*
- **1:25-1:35** Our Journey of Equity Work  
*Grant Manager, Marybeth Mangas*
- **1:35-1:45** Virtual Tour of Equity Programming  
*Community Schools Coordinator, Brianna Melgar*
- **1:45-2** Principal Chat & Questions  
*Principal Amanda Delabar*



# Mary's Center

## OUR MISSION

Building better futures through the delivery of **health care, education, and social services** by embracing our culturally diverse community and providing the highest quality care, regardless of ability to pay.

## OUR MODEL

Mary's Center's approach, informed by the Social Change Model, is based on the principle that treating individuals and families for their health problems alone is insufficient to help overcome the multiple life challenges they often face.

Instead, we look at all of the pressures in their lives and deliver **integrated health care, education, and social support** on their journey toward good health, stable families, and economic independence.



# School Based Mental Health (SBMH) Program

Created to decrease access barriers for youth and families to MH care by staffing MH providers on-site in school settings

Provide full episode of care with added opportunities for care coordination

Supplement and bolster – *not replace* – existing school mental health services

Partner schools are majority Medicaid-insured students

Program operates and self-sustains through Tier 3 Medicaid billing and limited grant support, but also supports and collaborates for Tier 1 and Tier 2 needs.

## School Partners 2021-2022

Bancroft Elementary

Barnard Elementary

Bridges PCS

Briya PCS

Bruce Monroe Elementary

Capitol City PCS, LS & MS

Cleveland Elementary

CHEC, Lincoln MS & Bell HS

Coolidge HS

DC Bilingual PCS ES

DC International PCS, MS & HS

EL Haynes MS & HS

**Harriet Tubman Elementary**

H.D. Cooke Elementary

KIPP Spring Academy

KIPP Promise Academy

KIPP Key MS

KIPP Northeast Academy

KIPP College Prep

MacFarland MS

Powell Elementary

Truesdell Elementary

Oyster Bilingual ES & MS

- Columbia Heights is known for its diversity. Historically, the neighborhood has had the largest Latino population in the city.
- In 1970 Tubman Elementary was built, despite protests from many neighborhood residents.
- After, many middle-class residents moved to the suburbs, resulting in a drop in business, home and retail vacancies, which contributed to poverty and violence related to drugs increasing in the area.
- Columbia Heights remains a vibrant food and retail scene, which was bolstered by the addition of the metro to the area in 1999.
- In recent years, Columbia Heights was named one of the fastest gentrifying neighborhoods in the United States.

## Columbia Heights: A Brief Timeline

Painted by youth in the 2nd Nature Program of the neighborhood's [Latin American Youth Center](#), the mural features familiar scenes of the neighborhood: the Metro station, the fountain, the colorful row houses, the soccer field. Around the corner on Kenyon, another mural features portraits of Columbia Heights that finish the sentence "Columbia Heights is..."



# Tubman By the Numbers

## DC PUBLIC SCHOOL, TRADITIONAL PK-5TH GRADE

**560-580 STUDENTS**

47% Black/African American  
47% Hispanic/Latino  
3% White  
2% Mixed Race  
1% Asian



**STUDENTS FACING HOMELESSNESS 15-25%**



Tubman is the in-boundary school for 2 low-income housing developments and 3 shelters

**97% FARMS**

Students receive breakfast, lunch, snack, and dinner (if in after-school) at school



**ELLs 49%**



And 60% of students speak a language other than English at home.



# Community School Mission & Vision

Harriet Tubman and Mary's Center's Hearts and Minds Partnership **mission** in becoming a community school is to **strengthen the relationship between the school, family, and community by nourishing our community from a holistic perspective.**

Our **vision** is to create our school as a hub in the community, where students are achieving the highest level of academic, social and emotional success, families feel safe, supported, and empowered, and teachers feel nurtured and committed to walk with our students and families as we all evolve in becoming fulfilled and empowered community leaders.



**ACADEMICS**

**ATTENDANCE**

**FAMILY ENGAGEMENT**

**STUDENT ENGAGEMENT**

**STAFF WELLNESS**

**HOUSING**

**PHYSICAL HEALTH**

**EMPLOYMENT/INCOME**

**MENTAL HEALTH**

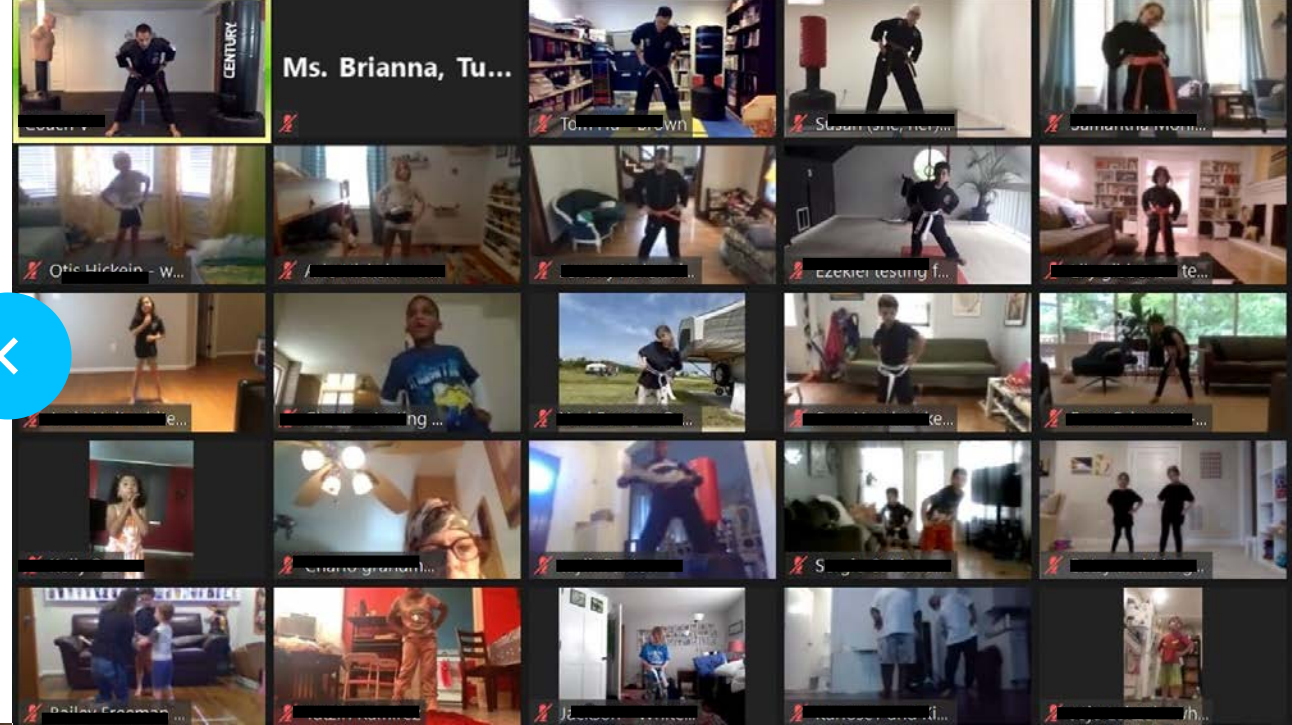
**FOOD**

**CLOTHING/SUPPLIES**



# STUDENT ENGAGEMENT

- 66 unique students in grant-funded virtual OST year-long
- 10 students received their first Karate belt after year-long participation in program and belt test
- 7 CSC-coordinated virtual OST programs
- Toad of the Week posted virtually every week
- Partnership with Champions for Subsidized Before/Aftercare



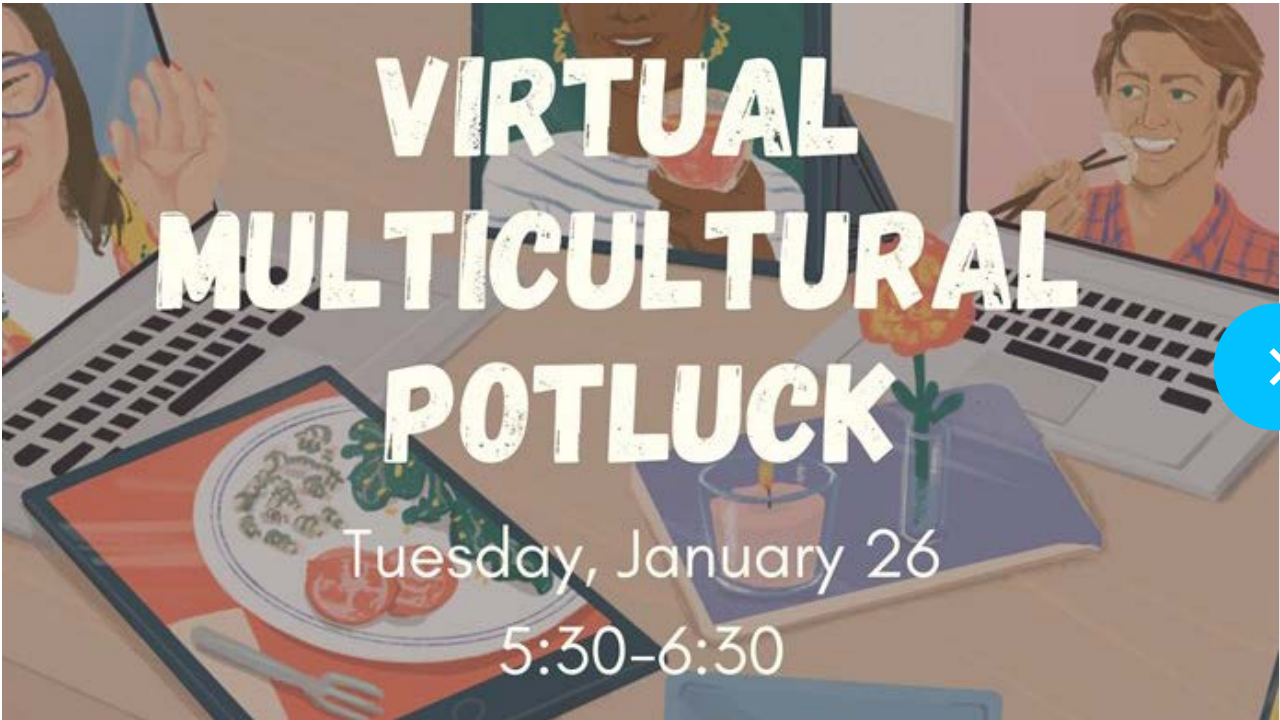
# CHRONIC ABSENTEEISM

- Every student received a Tubman mask and hat
- 60 families received fresh food bi-weekly
- 18 families received support with internet or school connection and attendance with CSC
- 1 family attendance and wellness game night
- Toiletries, uniforms, and clothing available



# FAMILY ENGAGEMENT

- 4 School-Wide Family Engagement Events:
  - Bingo Night (Virtual)
  - Multicultural Potluck (Virtual)
  - Family Appreciation Breakfast (In-Person)
  - Back 2 School Cook-Out (In-Person)



- 4 Virtual Student Performance Family Showcases:
  - Karate Belt Exam
  - Photography Show
  - Art Show
  - Theatre Performance
- 4 Virtual Family Coffees (Caregiver Stress, Community Resources, Enrollment, Asthma & COVID)



## STAFF WELLNESS

- 3 staff appreciation lunches
- 1 staff appreciation week with PTO
- **Every** staff person received a care package for the holidays

**TEACHER APPRECIATION**

**(WERE YOU EXPECTING AN APPLE?)**



JOIN

## TOADS TAKING CARE

COMING THIS SPRING:  
SIX, WEEKLY MINDFULNESS SESSIONS  
DESIGNED FOR TUBMAN STAFF



- PATHS/CARE Offered:
  - Weekly Morning Meditations in Fall
  - Six-Week Mindfulness Workshop in Spring
  - Three-Week Rebuilding Community Training in Spring
  - All-Day PATHS for New Staff Training in Fall



## SERVICE CONNECTION

- 36 students received therapy (virtual and/or in-person)
- Over 1000 behavioral health sessions (including, individual, family, group)
- Average referral time: 8 days to intake
- 9 collaborative cases between therapists & CSC

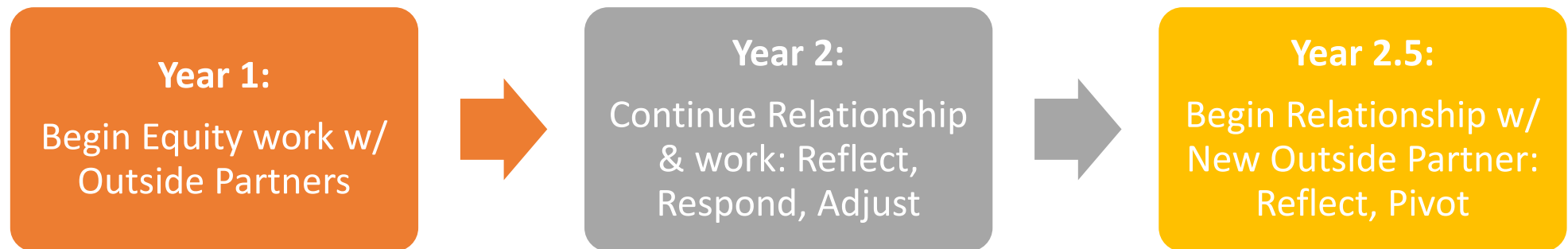


- 69 families received service linkage support
- 550 resource sessions were provided
- 56 families received diapers and wipes monthly
- 59 families received fresh food twice/month
- 1 "super resource" event



# Journey of Equity Informed Initiatives at Tubman

- In **2019**, Tubman began a **3-year work plan** with an outside, equity partner
  - GOAL: Offer **equity training to *select* staff, learning in partnership with voluntary community/family members to decrease the advantage gap amongst students at Tubman.**
- This work in **Year 2** focused on **staff/parent led group influencing initiatives and change.**
  - GOAL: Same as year 1, **with additional intention of diversifying representation of families in initiatives** (i.e. Families & staff on equity team collaborate on initiatives based on needs group assessed as being paramount).
- **Halfway through Year 2** began the onset of the **pandemic** and beginning of virtual learning.
- This contributed to a decision to move on from initial equity partner to engage a **new virtual equity partner offering training to ALL staff**
  - GOAL: **Support more far reaching, equity learning and ideally expanded initiatives.**

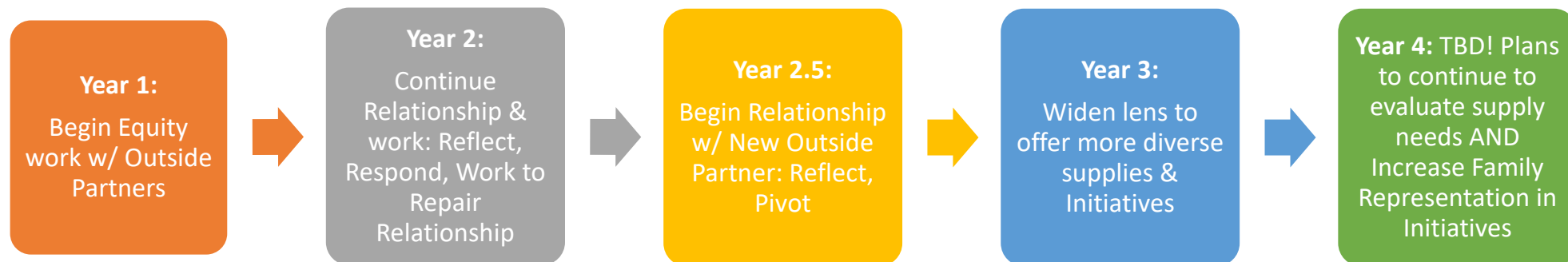


# Pause & Reflect – 2020

- Pandemic = **Increased stress in all forms**; financial/personal/community hardships, isolation, diverse experiences of grief and loss
  - All are understandably **too spent to move equity learning beyond training**; COVID precautions prevent gatherings, screen-time fatigue limits participation in virtual events
  - **The work is so valuable** – we decide to **pause and reflect** on next steps, so not to make any one-off decisions or changes
- Simultaneously, the **incidents of overt, violent and systemic racism and oppression is staggering** in our country
  - Not new ideas, events or experiences - BUT with increased occurrence and attention, we **pause and reflect**:
    - *How is our programming and budgeting thus far contributing to practices that are rooted in racism?*
    - *What can we do better to lift up the voices and honor the experiences of our whole community, not just those in roles where they are seen and heard most?*
    - *How do we continue to work towards the community, cultural shift needed to create a more equitable and anti-racist learning environment and community school?*

# Journey of Equity Informed Initiatives at Tubman (Cont'd)

- This reflection, in addition to seeking feedback from families, teachers, school leadership teams and colleagues, led us to **pivot to use equity funds to addresss tangible, diverse community needs in Year 3**
  - GOAL: Same as Year 1 & 2 **AND to decrease engagement gap amongst students & families** (i.e. more diverse and inclusive library books, moveable furniture, therapy/cool-down supplies, projector/heaters/hybrid events to support safe family engagement during COVID, basic need support supplies, school supplies and health & safety supplies for all students, personal invites to CAB meeting )
- In **Year 4** we are budgeting for **supplies AND stipends for leaders to have community led initiatives increase**, considering how to better engage our African American boys, considering how we better support both teaching and non-teaching staff, and continuing to reflect on how the pandemic will impact the programming we offer.





*What does this programming and funding shift look like in practice?*



*Virtual Tour with our CSC, Brianna Melgar*



raz\_ll30\_littleredridinghood\_clr.pdf (SECURED) - Adobe Acrobat Pro DC (32-bit)

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Just as Red entered the woods, though, she met Wolf. Red didn't know what a **wicked** creature he was, so she didn't know to fear him.

"Where are you going, child?" Wolf asked with a smile.

"To Grandma's," Red replied.

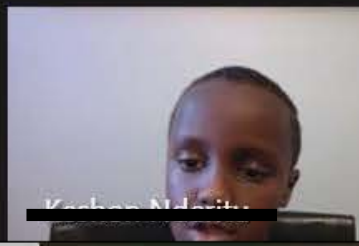
"What have you got in your basket?" Wolf asked.

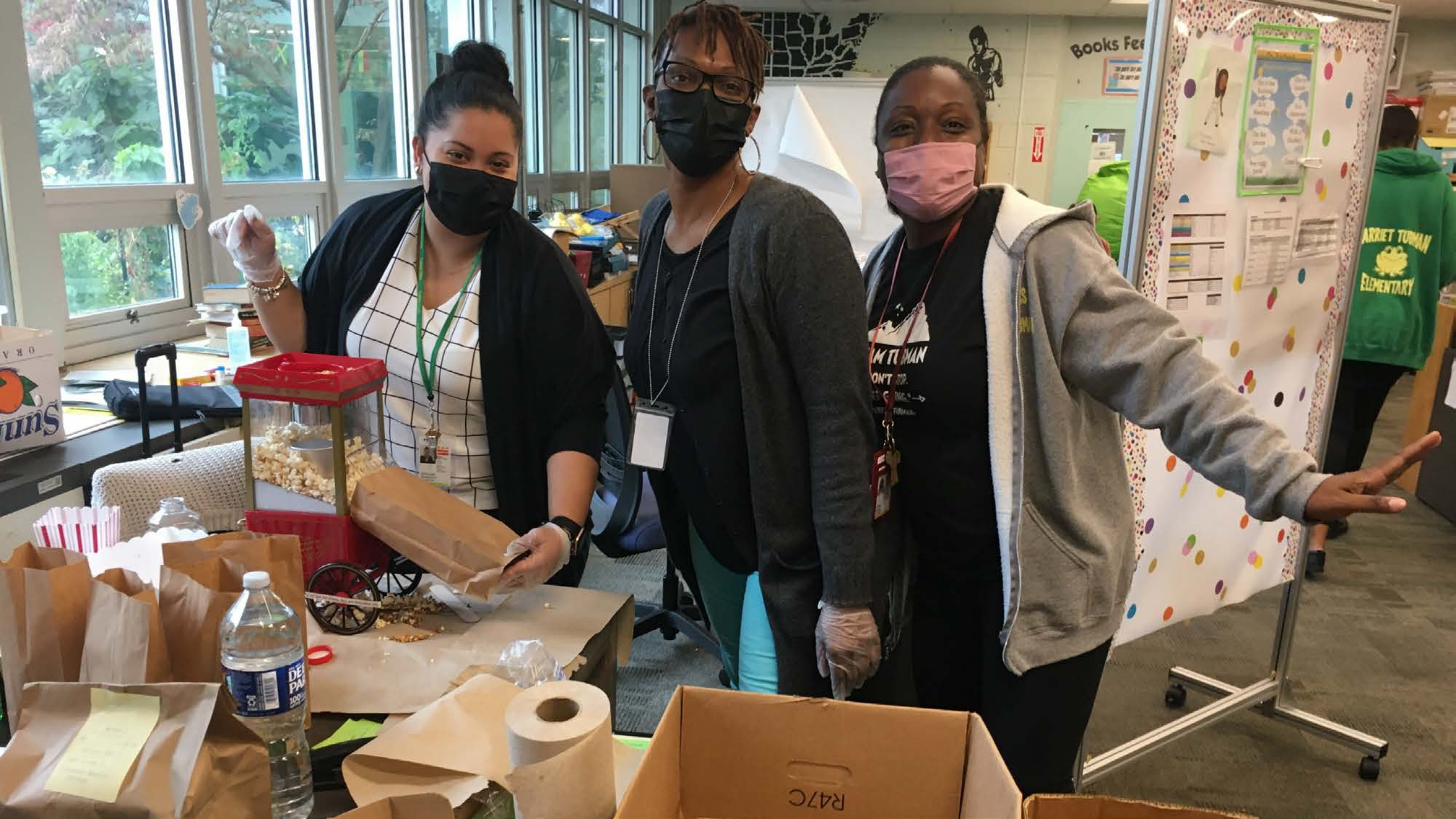
"Grandma's not feeling well," Red explained, "so I'm taking her some cake."

Wolf licked his lips, but it wasn't the cake that made him hungry. It was Red!

Little Red Riding Hood • Level L

120%





Books Feed

ARRRET TUMMAN  
ELEMENTARY

R47C



**MAKE YOUR  
VOICE HEARD!**  
COMPLETE TUBMAN'S  
SURVEY ON NEXT YEAR

# FAMILY APPRECIATION WEEK JUNE 1-4

Thursday, June 3rd 8:15-9:15am

Family Drive-Thru/Walk-Thru Breakfast

To all Tubman caregivers, come get coffee and donuts (limit 2 per family) at the front entrance!

Friday, June 4th All Day

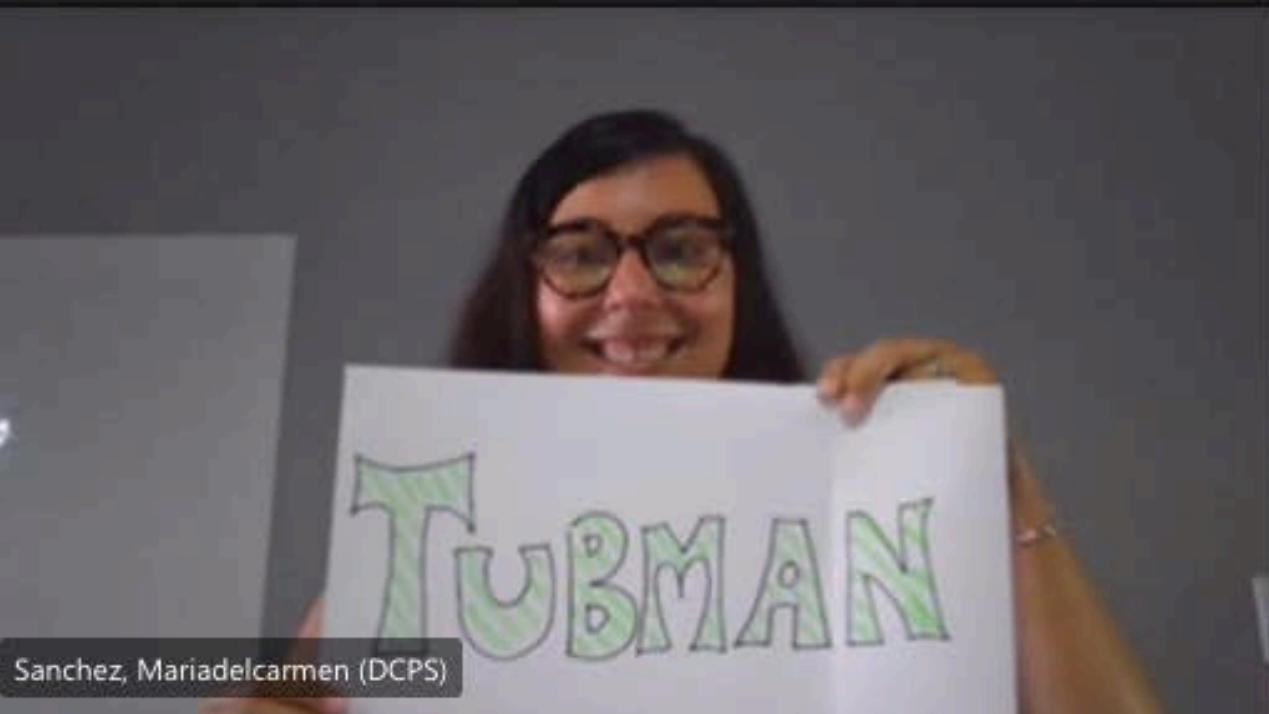
Family Toads of the Week

Keep an eye out for family Toads of the Week to be presented on Instagram and on the morning announcements.

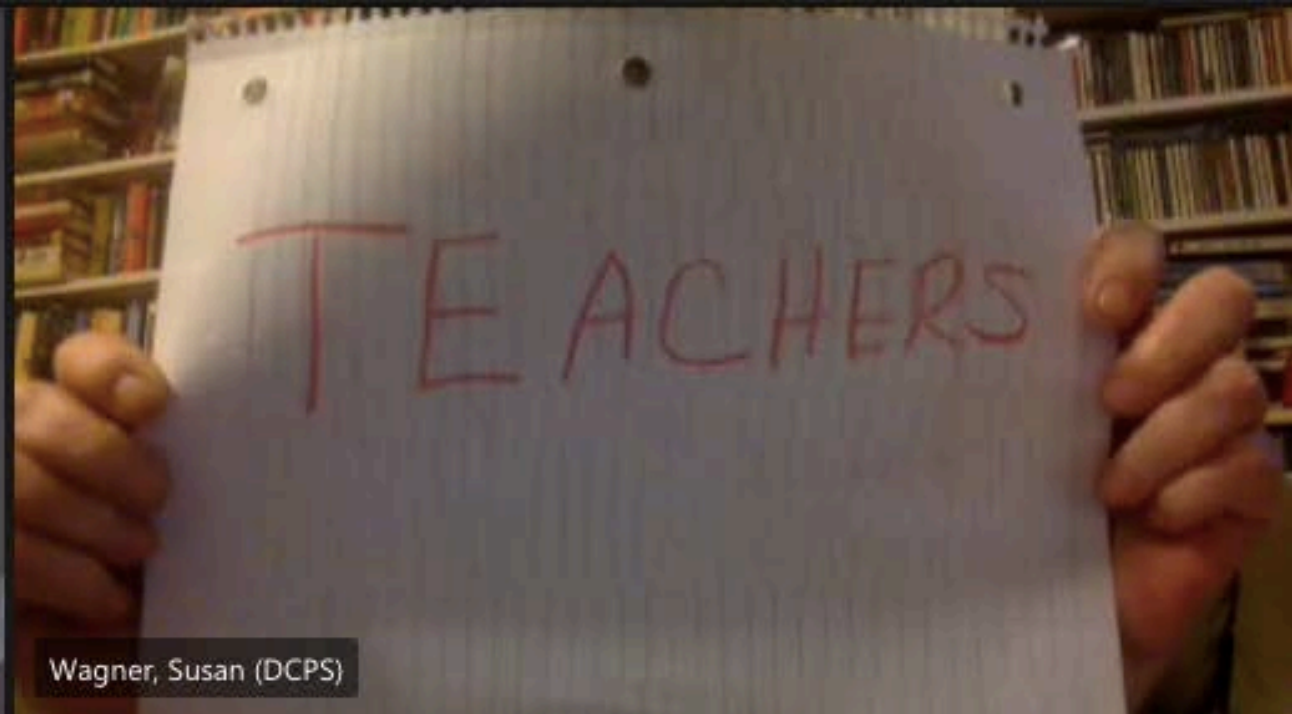
Friday, June 4th 8:10am

Family Appreciation Morning Circle

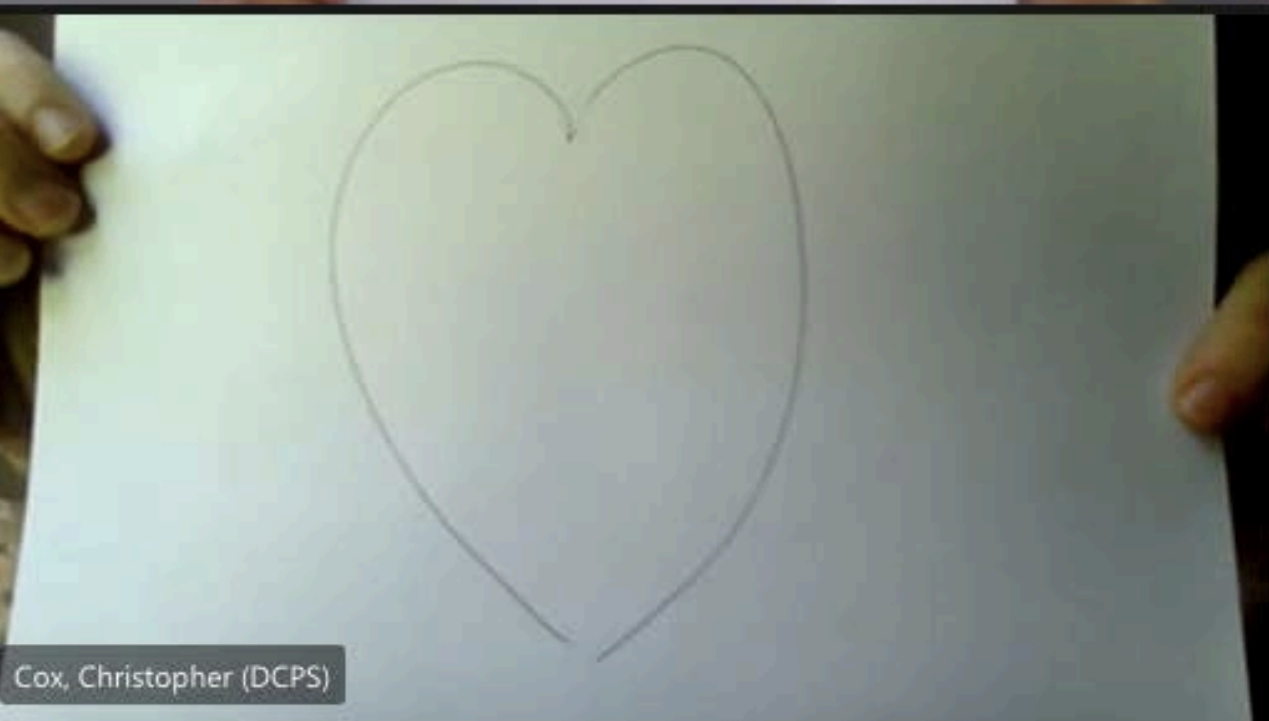
Ask your student's teacher if their class is participating, then join morning circle for family shout-outs!



Sanchez, Mariadelcarmen (DCPS)



Wagner, Susan (DCPS)



Cox, Christopher (DCPS)



Moreno, Diego (DCPS)

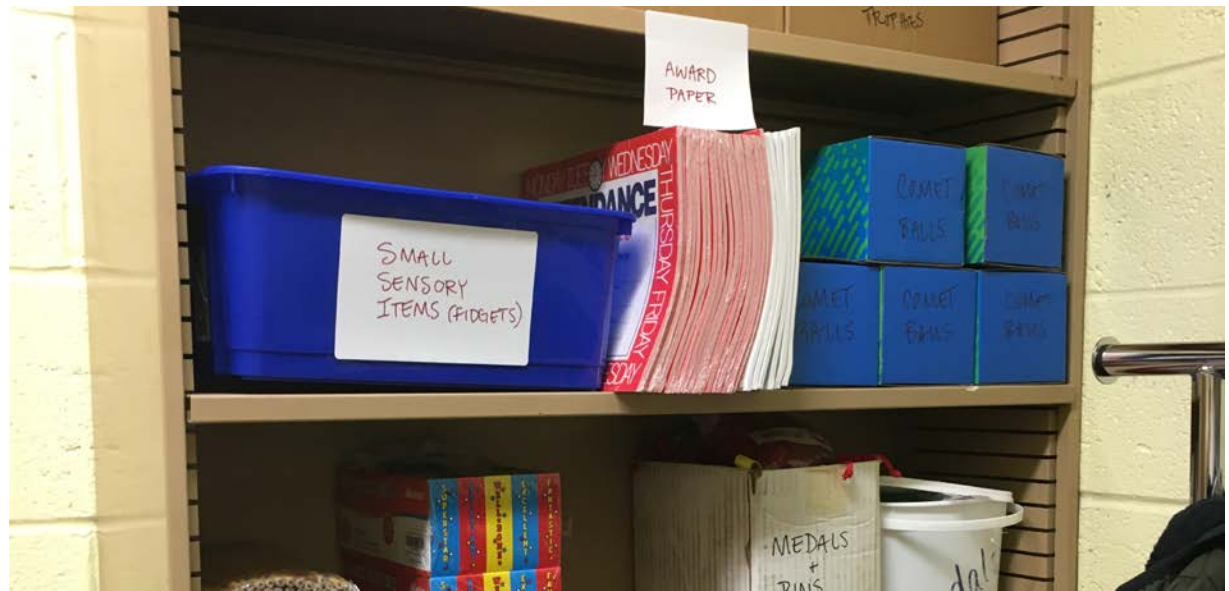


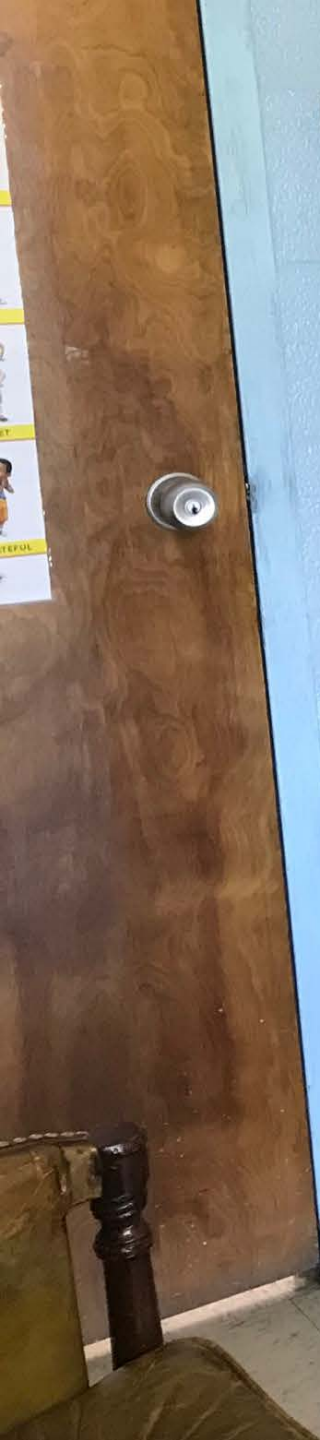
EXIT

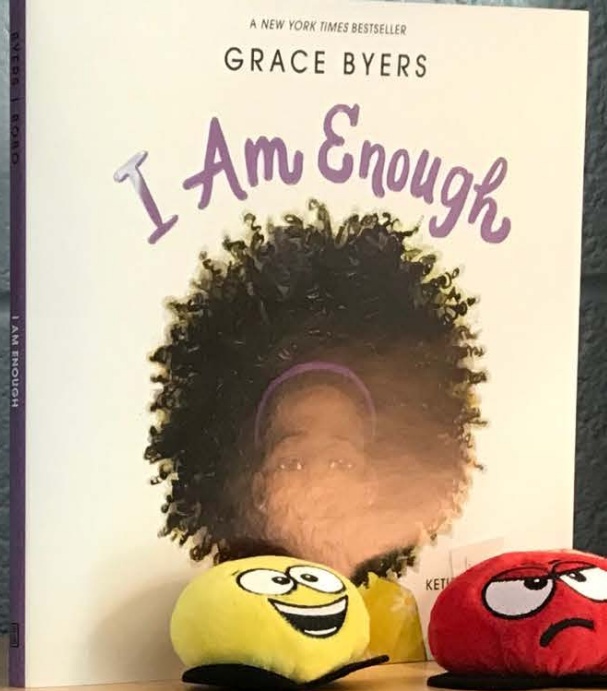
Community event with people seated at tables under a green pergola structure.

Woman in a pink shirt walking across the brick patio.

Food and supply station under a green canopy tent with people serving and receiving items.

















OVER  
90  
SCENES TO  
COLOR!

CALMING

BRAND | MARQUE

RESEALABLE  
BAG

EMBALLAGE  
REFERMABLE

The One & Only  
**Kinetic  
SAND**

MADE WITH  
NATURAL  
SAND  
SAFE FOR  
CHILDREN

CALMING COLORING FOR KIDS



Master  
Canopy

RE... NG ALL STARS







Blue face mask

Yellow t-shirt

Mary's Center lanyard

Blue stress balls

Mary's Center School-Based Mental Health Program brochures and lip balms

Yellow smartphone

Blue t-shirts in a basket

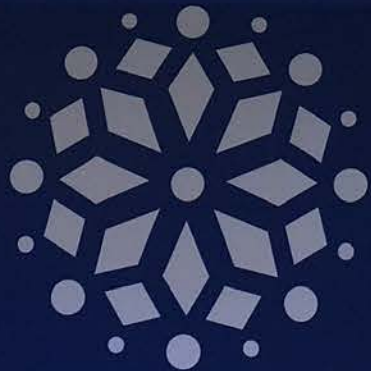
Brochures: "Centering Pregnancy", "Quality Healthcare Stronger Communities", "Happy Kids", "Salud Mental Materna", "Maternal Mental Health"

Salud Mental Materna

Maternal Mental Health

Mary's Center 2020 t-shirt





# Mary's Center

Quality healthcare. Stronger communities.

wfC  
WOMEN FOUNDATION  
OF THE  
CATHOLIC HEALTHCARE  
DC HEALTHCARE



HEAVY

HEAVY

HEAVY

HEAVY

SS





5

0-3 MONTHS

3-6 MONTHS

6-9 MONTHS

100% Baby Wipes

100% Baby Wipes

100% Baby Wipes

9-12 MONTHS

12-18 MONTHS

ACCESSORIES

HUGGIES natural care SENSITIVE / SENSIBLE

100% Baby Wipes



Meeting

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MEDALS  
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PINS  
"PERFECT"

all in one  
Columbia

Columbia

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YOU DO  
today  
CAN  
IMPROVE  
all your  
tomorrow

@ noon  
GIVE BACKS TO THE  
STUDENTS- THEN EXIT  
TO ANYONE



FRESH MARKET

FRESH MARKET



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# Outcomes

- In FY21, Tubman's **LCPI increased from 44% (FY20) to 53%**, just one percent shy of our objective. Note that the greatest area of improvement in the LCPI was in the area "Loved," where we saw a 16% increase in favorable responses
- In FY21 **98% of parents reported overall satisfaction in the Panorama Parent Survey, an increase of 4% from FY20.**
- In FY21 **776 family members** (may include some families who attended multiple events) **participated in family engagement events in various formats**: online asynchronous in the form of pre-recorded workshops (347), online synchronous in the form of Teams meetings (54), in-person (375), and hybrid (offered in one or more formats above).
- In FY21, **63% of nonteaching staff and 67% of teaching staff reported feeling individually engaged (an increase of 4 and 11 points respectively).**
- In FY21 **69% of non-teaching staff and 84% of teaching staff reported feeling team staff engagement (an increase of 3 and 9 points respectively).**



# Chat with Principal Delabar





For additional questions or conversation:

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